UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

Distr.
GENERAL

E/CN.6/1992/2
12 December 1991

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-sixth session
Vienna, 11-20 March 1992
Item 4 of the provisional agenda*

MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

System-wide monitoring of progress made in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women

Report of the Secretary-General

Summary

The Economic and Social Council by its resolution 1988/22 established a comprehensive reporting system to monitor, review and appraise the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. A monitoring report on the activities of the organizations of the United Nations system is to be prepared biennially. The present report covers new mandates and programme priorities received and significant activities undertaken during the biennium 1990-1991.

*E/CN.6/1992/1.

V.91-31591 8087T

Explanatory notes

AIDS	acquired immunodeficiency syndrome
ECA	Economic Commission for Africa
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
GATT	General Agreement on Tariffs and Trade
IAEA	International Atomic Energy Agency
ICAO	International Civil Aviation Organization
ICAT	International Centre for Advanced Training
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IFAD	International Fund for Agricultural Development
ILO	International Labour Organisation
IMO	International Maritime Organization
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre
ITU	International Telecommunications Union
JCGP	Joint Consultative Group on Policy
PAHO	Pan American Health Organization
UNCDF	United Nations Capital Development Fund
UNCED	United Nations Conference on Environment and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
UNITAR	United Nations Institute for Training and Research
UNRISD	United Nations Research Institute for Social Development
UNRWA	United Nations Relief and Works Agency for Palestinian Refugees in the Near East
UNU	United Nations University
UPU	Universal Postal Union
WFP	World Food Programme (joint United Nations/FAO programme)
WHO	World Health Organization
WID	Women in Development
WINAP	Women's Information Network for Asia and the Pacific
WIPO	World Intellectual Property Organization
WISTAT	Women's Indicators and Statistics Database
WMO	World Meteorological Organization

CONTENTS

	Paragraphs	Page
INTRODUCTION	1-2	4
I. GENERAL	3-65	4
A. Basic strategies, mandates and relevant institutions and programmes	3-16	4
B. Research, policy analysis and information dissemination	17-38	7
C. Progress in establishing and achieving five-year targets at each level for the percentage of women in Professional and decision-making positions	39-49	11
D. Institutional coordination and focal points on the advancement of women	50-65	15
II. EQUALITY	66-80	19
A. Basic strategies, mandates and relevant institutions	66-67	19
B. Research, policy analysis and information dissemination	68-72	19
C. Technical cooperation, training and advisory services	73-80	20
III. DEVELOPMENT	81-119	21
A. Basic strategies, mandates and relevant institutions	81-87	21
B. Research, policy analysis and information dissemination	88-104	23
C. Technical cooperation, training and advisory services	105-119	26
IV. PEACE	120-137	29
A. Basic strategies, mandates and relevant institutions and programmes	120-124	29
B. Research, policy analysis and information dissemination	125-135	30
C. Technical cooperation, training and advisory services	136-137	32

Tables

1. Percentage of women in Professional and decision-making grades in the United Nations system on 31 December 1990 12

2. Change in the percentage of women in Professional and decision-making grades in the United Nations system between 1 January 1989 and 31 December 1990 13

INTRODUCTION

1. The Economic and Social Council by its resolution 1988/22 of 26 May 1988 established a comprehensive reporting system to monitor, review and appraise the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. 1/ The Council decided that the biennial reports of the Secretary-General on the monitoring of progress made by the organizations of the United Nations system on the implementation of the Nairobi Forward-looking Strategies should be considered by the Commission on the Status of Women in even-numbered years, beginning in 1990. The annex to resolution 1988/22 included detailed guidelines for the reports. As specified in those guidelines, the report should address the three interrelated and mutually reinforcing objectives of the Forward-looking Strategies: equality, development and peace. It should also contain specific information on (a) measures to ensure the integration of the Strategies in the programmes of the organizations of the United Nations system, including measures to strengthen institutional coordination and focal points on the status of women; and (b) progress made by each organization in establishing and meeting five-year targets at each level for the percentage of women in Professional and decision-making positions, as called for by the General Assembly.

2. The present report monitors progress during the biennium 1990-1991.

I. GENERAL

A. Basic strategies, mandates and relevant institutions and programmes

3. Basic mandates for the programme on the advancement of women are provided by the General Assembly and the Economic and Social Council. The medium-term plan for the period 1992-1997, approved by the General Assembly in 1990, expresses the strategy to be followed by the Secretariat of the United Nations during that period.

1. Intergovernmental coordination

4. The Economic Commission for Latin America and the Caribbean (ECLAC), at its twenty-third session, held at Venezuela, from 28 April to 11 May 1990, approved the recommendations of the Fourth Regional Conference on the Integration of Women into Economic and Social Development of Latin America and the Caribbean, and insisted on the maximum support being given to activities related to the Fourth World Conference on Women: Action for Equality, Development and Peace (1995). This approval is contained in resolution 513 (XXIII) of ECLAC on the role of women in the economic and social development in Latin America and the Caribbean.

5. The Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, which took place at Curaçao, Netherland Antilles, from 16 to 19 September 1991, was convened by the Executive Secretary of ECLAC in accordance with its resolution 495 (XXII). The Conference evaluated the progress achieved in the region on the theme related to the integration of women, and concluded that it was urgent to continue strengthening the theme of women in the region as well as to give support to the activities of the countries oriented to improve their situation. The specificity of the subregions should be taken into consideration, especially the Caribbean. The Conference approved, in order to implement its conclusions,

five resolutions on the following subjects: (a) elaboration of a new regional plan of action; (b) training of human resources; (c) women and politics; (d) women and violence; and (e) cooperation, collaboration and follow-up.

6. The Economic and Social Commission for Asia and the Pacific (ESCAP), by its resolution 46/6 of 13 June 1990 on the integration of women in all aspects of development, calls for a study on the progress made and obstacles encountered in the ESCAP region in implementing the Nairobi Forward-looking Strategies and for a regional intergovernmental meeting on development to be convened in 1993 as a preparatory activity for the Fourth World Conference on Women.

7. Within the context of the Forward-looking Strategies, the sixteenth meeting of the Economic Commission for Africa (ECA) Conference of Ministers endorsed, among others, the following resolutions: resolution 685 (XXV) on women and apartheid; resolution 686 (XXV) on women in global and regional strategies; and resolution 697 (XXV) on the improvement of the role of women in the informal sector production and management. Activities undertaken to implement these resolutions included consultations between ECA and the Secretariat of the Preferential Trade Area (PTA) for Eastern and Southern African States and advisory missions to several countries. Case studies have also been undertaken, highlighting the situation of women in the informal sector in terms of the political, legal, technical and statistical environment under which they operate.

8. This biennium, the governing body of the World Food Programme (WFP) and the Committee on Food Aid Policies and Programmes (CFA) have placed emphasis on implementing the Food Aid Strategies for women in development and on the WFP sectorial guidelines on women in development. CFA, which twice a year approves all projects to be assisted by WFP, monitors that they contribute to translating the Nairobi Forward-looking Strategies into concrete activities.

2. Inter-secretariat coordination

9. During the biennium, the fourteenth and fifteenth Ad Hoc Inter-Agency Meeting on Women were held in Vienna in March 1990 and 1991, respectively. Several recommendations adopted by the Inter-Agency meeting at its fourteenth session were brought to the attention of the Administrative Committee on Co-ordination at its first regular session in 1990. One recommendation requested the transmittal to that Committee of the recommendations and conclusions arising from the review and appraisal of the Forward-looking Strategies by the Commission on the Status of Women, emphasizing those that have particular relevance for the United Nations system.

10. In addition, on the basis of discussion regarding conceptual design and methodologies for forthcoming reports dealing with priority themes, the effective mobilization of women for development, the 1994 World Survey on the Role of Women in Development and contributions of the United Nations system to the work of the Commission, recommendations were adopted on each report. In connection with the system-wide medium-term plan for women and development, the United Nations Development Programme (UNDP) guidelines on women in development were considered acceptable for those in the system who wished to use them.

11. At the fifteenth Ad Hoc Inter-Agency Meeting on Women questions relating to the status of women, arrangements for the Interregional Consultation on Women in Public Life, forthcoming publications on women, the World Survey on

the Role of Women in Development and the rationale for the publications, their periodicity and reporting obligations were discussed. It was decided that increased coordinated activity was necessary with regard to the preparations for the Fourth World Conference on Women. Other items discussed were the collection of gender-disaggregated data, the development of a coordinated approach to strengthening national machinery and the increased utilization of the national reports submitted under the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex, of 18 December 1979).

12. In 1991, the Ad Hoc Inter-Agency Meeting on Women brought to the attention of the Administrative Committee on Co-ordination (ACC/1991/PG/5) recommendations dealing with the recruitment of women in the United Nations, particularly at the decision-making level; and with the issue of women in development in the report of the Director-General for Development and International Economic Cooperation on operational activities. Discussions were also held regarding the preparation of reports for the thirty-sixth session of the Commission on the Status of Women on the priority themes: equality, development and peace, and on the report on the monitoring of the implementation of the Nairobi Forward-looking Strategies.

13. At the operational level, coordination is assisted by the Joint Consultative Group on Policy (JCGP), which consists of five major United Nations funding agencies, as follows: World Food Programme (WFP), International Fund for Agricultural Development (IFAD), UNDP, United Nations Population Fund (UNFPA) and United Nations Children's Fund (UNICEF), the first sub-committee of which, formed in 1986, was the Women in Development (WID) Sub-Committee. In 1990, the United Nations Development Fund for Women (UNIFEM) became a fully involved member of the WID Sub-Committee. Among its activities during the biennium were: (a) an issues paper, coordinated by WFP, synthesizing available empirical evidence on the relevance and implications of gender-based factors impinging on the formulation and implementation of structural adjustment measures as well as the possible ways JCGP organizations can address them operationally; (b) programming the third joint training for field-staff for the West African region; (c) supporting a local JCGP/WID initiative to carry out a gender-sensitive pre-appraisal study at Yunan, China, that could feed into the design of a new WFP-assisted irrigated agriculture project; (d) supporting a country level JCGP/WID initiative in Ethiopia to develop a country WID strategy within which the programmes and projects of JCGP agencies can be re-oriented in ways that are gender-responsive in practice; (e) programming other JCGP/WID initiatives for collaborative action at country level. The Sub-Committee's workplan also includes the conducting of a WID training workshop for francophone African countries; publication of a paper on structural adjustment and women and its operational implications for JCGP organizations, and collaboration on field-level activities.

14. In the meeting of the Executive Secretaries of the regional commissions of the United Nations, held in Vienna from 13 to 15 March 1991, regional cooperation for the advancement of women was an item on the agenda. Future activities were discussed, giving emphasis to the participation of women in the informal sector, as well as cooperation of regional commissions and other United Nations bodies, particularly the International Research and Training Institute for the Advancement of Women (INSTRAW). It was agreed that the WID Sub-Committee, acting as focal point, would represent the regional commissions at the Strategic Planning Committee of INSTRAW in September 1991.

15. An Inter-agency Consultation on Statistics and Data Bases on Gender in Agricultural and Rural Development (24-26 September 1991) was organized by the Food and Agriculture Organization of the United Nations (FAO). Several agencies attended, namely, the Statistical Office of the United Nations, the International Labour Organisation (ILO), the United Nations Centre for Human Settlements (Habitat), WFP and IFAD. Agreement was reached during these meetings for agencies to coordinate their efforts to identify and collect sex- and gender-disaggregated data and databases on women in development, in particular on population and agricultural censuses and surveys.

16. On joint planning, ECA prepared in 1990 a project proposal to be implemented on a parallel basis with INSTRAW as well as the exchange of information and experience on the project with other regional commissions. The parallel programming on the informal sector project was agreed upon during the INSTRAW Board of Trustees meeting in 1990, and between INSTRAW and the regional commissions.

B. Research, policy analysis and information dissemination

17. A new publication entitled The World's Women 1970-1990, Trends and Statistics 2/ was issued in June 1991, accompanied by a statistical wall chart on The Situation of Women 1990: Selected Indicators 3/ (ST/ESA/STAT/SER.K/8, Sales No. E.90.XVII.3 and ST/ESA/STAT/SER.K/8/Add.1, Sales No. E.90.XVII.3A). This publication was prepared by the Statistical Office in cooperation with the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs, with substantial support from UNICEF, UNFPA and UNIFEM. UNDP and INSTRAW also contributed to the publication of the wall chart. The World's Women 1970-1990 is an experimental publication, which uses innovative techniques to highlight the main findings on women and to present statistics and analysis that can be readily understood by persons not trained in statistics.

18. Underlying these publications is the United Nations Women's Indicators and Statistics Database for Microcomputers (WISTAT). Version 2 of WISTAT was completed and reproduced on diskettes with a printed reference manual for public dissemination, with continuing support from UNFPA. WISTAT continues to be the most comprehensive and authoritative source of statistics on women worldwide and is unique as a machine-readable statistical product covering in detail nearly all countries and areas of the world and most fields of social and related statistics.

19. The Statistical Office is also working with INSTRAW to improve statistics on women's participation and production in the informal sector. They have collaborated in the statistics component of the UNDP/ECA project on "Improving African women's role in the informal sector - production and management", preparing two technical documents and convening two subregional training workshops. Based on this work, the Statistical Office is preparing a report on measuring women's economic activity and other work and an experimental global compilation of statistics on women in the informal sector.

20. Regional databases are being developed and updated for the Women's Information Network for Asia and the Pacific (WINAP), and ESCAP is publishing the biannual WINAP Newsletter. A directory of projects on the prevention of prostitution in Asia and the Pacific was published in 1991. Activities in the area of legal literacy for women were also continued in 1990 and 1991.

21. A second version of WISTAT was completed and reproduced on diskettes with a printed reference manual for public dissemination, with continuing support from UNFPA. WISTAT continues to be the most comprehensive and authoritative source of statistics on women worldwide, and to be unique as a machine-readable statistical product covering in detail nearly all countries and areas of the world and most fields of social and related statistics.

22. The Population Division of the Department of International Economic and Social Affairs monitored population trends and conducted research in a variety of areas that directly concern the welfare of women. Meetings convened by the Division during the 1990-1991 b' nnium included three that had a major focus on priority groups of vulnerable women: the Seminar on International Migration Policies and the Status of Female Migrants (San Miniato, Italy, 27-30 March 1990), the International Conference on Aging Populations in the Context of the Family (Kitakyushu, Japan, 15-19 October 1990), and the Meeting on the Feminization of Internal Migration (Aguascalientes, Mexico, 22-25 October 1991).

23. Most of the Division's core programme of work concentrates on data produced separately for women and men with respect to a wide range of demographic topics. The Population Division recently published a global study - "Patterns of first marriage: timing and prevalence" (ST/ESA/SER.R/III) - of trends in age at marriage and prevalence of marriage, noting differences between men and women in that respect. In addition, "World population prospects 1990" includes global, regional and national estimates and projections of life expectancy of women, fertility and the female population by age. Ongoing research projects focus on women's living arrangements in relation to marital status, the evolving relationship of women's education and labour-force participation with fertility, and studies dealing with population policies and women's reproductive health.

24. In the area of nutrition, the International Atomic Energy Agency (IAEA), in cooperation with the International Dietary Energy Consultancy Group (IDECG) and with the assistance of 40 institutes in 20 countries has published procedures for the safe detection of serious nutritional deficiencies such as those often affecting pregnant women in developing countries. A Japanese-funded programme on "Computer-assisted planning and dosimetry for radiotherapy of carcinoma of the cervix in Asia and the Pacific region" is presently being implemented. The system being developed will, in the near future, be transferred to other regions with a view to improving management of health.

25. The World Health Organization (WHO) has maintained six databases on reproductive health, maternal mortality, maternity care and sex discrimination in childhood. A global fact book on maternal mortality has been published. In addition, under its MONICA Project, data is collected on the trends for women regarding total cancer and cardiovascular disease mortality, acute myocardial infection and stroke morbidity, and risk factors including smoking, high blood pressure, cholesterol, obesity and other life-style related indicators.

26. The Director-General's progress report (A/44/15) to the forty-fourth World Health Assembly, 1991, brought forward compelling information on women's health from conception to senescence by using a life-span approach.

27. During the biennium, ECA activities on women's skills were directed at research, the organization of seminars and the launching of pilot projects.

Under a research competition project for women researchers, 10 research studies in the informal sector and agro-industries were undertaken, in Lesotho, Botswana, Kenya, Mauritius, Sudan, Uganda, United Republic of Tanzania, Zambia and Zimbabwe, resulting in 10 reports. A handbook on "Increasing the access of African women to credit: An integrated approach" has been produced as well as a "Guide for the promotion and development of African women entrepreneurship and their access to credit". These two outputs are the result of a pilot project on "Improving the access of women to credit through training in management techniques" mounted in Ethiopia, Rwanda and Uganda.

28. The focal point for issues relating to women within the Department of Public Information of the United Nations is the Project Manager for Women's Issues in the Communications and Project Management Division. Meetings of the Inter-Agency Advisory Group on Information Activities on Women continued to be held, chaired by the Under-Secretary-General for Public Information, to discuss joint projects and exchange information and ideas. Frequent consultations were also held between the Department and the Division for the Advancement of Women, and the Department assisted the Division and other bodies of the Secretariat in publicizing their work on women. An example of this was the work undertaken by the Department to publicize the The World's Women: 1970-1990, both at Headquarters and through the United Nations Information Centres in 67 countries, utilizing the Department's print, radio and television capacities.

29. The Department plans to publish by the end of 1991 Women: Challenges to the Year 2000. This publication discusses obstacles to the advancement of women and outlines action that should be taken to overcome those obstacles. Starting in 1992, a number of other public information activities - such as magazine public-service announcements, a poster, and radio and television programmes - will also be undertaken by the Department. These will utilize the ideas in the book with the aim of giving momentum to publicity on international women's issues leading up to the 1995 World Conference.

30. During the biennium, a number of special events were undertaken by the Department with inter-agency collaboration to publicize various issues concerning women. For example, on World AIDS Day in 1990, which focused on women and the acquired immunodeficiency syndrome (AIDS), and on International Women's Day (8 March) in 1991, which focused on "Making women count in the 1990s". The Department covered both these events on its regular radio and television programmes, and both days were observed in many countries, with a variety of activities undertaken by the United Nations Information Centres. On 3 September 1991, information products were distributed by the Department to its Centres and to United Nations agency field officers to mark the tenth anniversary of the entry into force of the Convention on the Elimination of All Forms of Discrimination against Women. Field offices were also encouraged to use United Nations Day (24 October) to publicize an array of recent United Nations materials on women. At Headquarters, a panel discussion on sex stereotyping and women's changing image in the global media was held with members of the international news media and representatives of international non-governmental organizations.

31. The Department continued to produce its weekly radio programme on women in English, with adaptations into Arabic, French and Spanish. More than 300 radio organizations worldwide receive these programmes. During the past year, several special two-part programmes have been made on topics such as women refugees, the girl child, women in the informal sector, prostitution, women and the environment, and traditional practices affecting the health of women

and children. All the Department's regular radio and television programmes, periodicals and press releases continued to give coverage to the United Nations ongoing work for women.

32. A number of videos and television programmes on issues relating to women were also produced by the Department, including an educational video and accompanying study guide on women and literacy, and a documentary on women and work. The video on women and literacy was produced by the Department in cooperation with UNIFEM and other United Nations agencies.

33. Special print materials on women were produced, such as the 1991 calendar of women's activities. A series of special feature articles on women were also published and distributed to the international mass media on such topics as literacy, AIDS, refugees and the work of the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women (CEDAW).

34. During the biennium, the Division for the Advancement of Women produced six issues of the 20-page journal Women 2000, 16 issues of the four-page newsletter Women News, an issue of the "Directory of national machinery" and four issues of an accession list on the Women's Information System (WIS). A French version of the WIS software was also produced by the Division in 1991. Staff members of the Division undertook five individual advisory missions on the Convention, funded from the regular programme of technical cooperation, or on national machinery.

35. ECA continued to disseminate information of its programme of activities, reports and research studies. Bibliographical notes on recent books by women and on women were published as well as the second edition of the "Directory of African women experts". Under its programme element on Information Network in Africa, ECA published two issues a year of the journal ATRCW/Update. The issues contained information on the activities undertaken by ECA in the context of its programme for the advancement of women. Attention has been given to sensitizing the public to the "Abuja Declaration on Participatory Development: The Role of Women in Africa in the 1990s".

36. UNIFEM has produced a number of publications and information material concerning the advancement of women during the biennium. The following gives a sample of the materials produced and of work in progress. UNIFEM has been serving as the African region sub-editor of the journal "Small enterprise development" (special issue on women in March 1991). In May 1990, UNIFEM published the document "Women on the agenda: UNIFEM's experience in mainstreaming with women 1985-1990" by Mary Anderson. UNIFEM provided funding for a "Women and environment resource kit", completed in 1991, which gives an overview of the state of the environment in developing countries and the role women play in its sustainability. UNIFEM is also continuing a series of source books on food technology, in cooperation with the Italian Women's Association (AIDOS) and the Intermediate Technology Development Group, with the financial assistance of the Italian Government and the Inter-American Development Bank.

37. During the biennium, IFAD has computerized national socio-economic indicators for women for 114 developing countries and has established a WID database for keeping track of the extent to which IFAD projects specifically target women under different types of activity. This database is reinforced by socio-economic studies now being conducted as the basis for project formulation. Efforts are also being made to include the generation of gender-disaggregated data in the monitoring of projects and the evaluation of activities.

38. IFAD launched a series of four regional consultations in Costa Rica, Cyprus, Malaysia and Senegal during 1990 and 1991, as well as a final international Consultation, which was convened at Fiuggi, Italy, at the end of October 1991. The consultations benefited from the participation of poor rural women, rural project implementers, policy makers, non-governmental organizations, international agency specialists, women in development experts and IFAD staff. The consultations enabled discussion on macro- and micro-level issues which hinder or facilitate poor rural women's economic advancement. They led to the preparation of a series of papers reflecting IFAD project experience and social economic issues affecting the economic advancement of rural women. This gender sensitization to rural poverty energized the IFAD conceptional review on the strengthening of the role of poor women in development and enhanced the Fund's understanding of gender issues in poverty alleviation.

C. Progress in establishing and achieving five-year targets at each level for the percentage of women in Professional and decision-making positions

39. In 1988, the General Assembly in its resolution 43/101 called upon the Secretary-General and the executive heads of the specialized agencies and other United Nations bodies to establish five-year targets at each level for the percentage of women in Professional and decision-making positions. It called for equitable geographical distribution to be observed and for a clear upward trend to be registered in the number of Professional and decision-making positions held by women in 1990. The Assembly also requested that additional targets should be set every five years. In General Assembly resolution 45/239 C, the new overall targets were established: 35 per cent for women in posts subject to geographical distribution by 1995 and 25 per cent for women in posts at the D-1 level and above by 1995.

40. The Economic and Social Council, in its resolution 1991/17, urged the Secretary-General to accord greater priority to increasing the number of women in posts subject to geographical distribution, particularly in senior policy-level and decision-making posts in order to achieve an overall participation rate of 35 per cent by 1995, and to accord priority to increasing the participation rate for women to 25 per cent in posts at the D-1 level and above, within the overall participation rate for women of 35 per cent, taking into consideration the need to increase the representation of women from the developing countries and those countries with a low representation of women.

41. In its fifth report, the Steering Committee for the Improvement of the Status of Women in the Secretariat said that in view of the limited progress achieved, despite the numerous recommendations it had made in previous years and the many General Assembly resolutions on the matter, the adoption of more specific measures for the advancement of women was essential.

42. The International Civil Service Commission (ICSC) has been making recommendations for, and monitoring the improvements of, the status of women in United Nations organizations and reporting annually on this issue to the General Assembly since 1985. In 1990, the Commission formed a working group to identify the problems facing women in the United Nations system and to aid it in designing strategies for the implementation of its past recommendation. The Working Group has focused on the following areas: the organizational climate and culture, recruitment and representation, occupational concentration together with slow- and fast-track occupations, career planning, the effects

of office automation and family-related issues. The Commission will report on the findings of the Working Group to the General Assembly at its forty-seventh session.

43. The situation of women in Professional and decision-making positions in the United Nations, by 31 December 1990, is shown in table 1. The changes, by grade, that occurred between 1 January 1989 and 31 December 1990 are shown in table 2.

Table 1. Percentage of women in Professional and decision-making grades in the United Nations system on 31 December 1990

Organization	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG/USG
United Nations Secretariat	50.0	42.8	38.0	28.8	18.6	6.6	10.1	3.6
United Nations bodies								
UNHCR	53.7	44.1	25.2	25.2	12.0	10.3	0.0	0.0
UNICEF	58.3	45.2	37.1	28.1	28.3	20.0	7.7	25.0
UNDP	47.4	51.2	40.4	31.0	17.9	8.2	8.5	8.3
UNRWA	100.0	40.0	6.7	7.5	8.7	10.0	0.0	0.0
UNU	..	..	20.0	0.0	0.0	25.0	0.0	0.0
UNITAR	..	50.0	..	0.0	0.0	..	..	0.0
Specialized agencies								
ILO	100.0	48.4	38.6	25.3	4.1	11.3	5.0	7.7
ICAT	..	69.2	33.3	7.1	14.3	0.0	0.0	..
FAO	77.8	48.9	33.7	13.6	6.1	1.1	1.9	0.0
UNESCO	40.6	52.2	44.6	24.6	10.5	11.8	8.3	8.3
ICAO	62.5	56.8	22.1	14.0	2.2	0.0	0.0	0.0
WHO	27.3	51.7	44.3	31.4	12.3	8.7	10.0	0.0
PAHO	75.0	47.8	48.0	37.8	9.6	0.0	0.0	0.0
UPU	0.0	50.0	29.7	16.7	0.0	0.0	0.0	0.0
ITU	0.0	38.2	20.4	12.1	3.0	4.8	..	0.0
WMO	0.0	50.0	68.4	24.5	2.3	0.0	0.0	0.0
IMO	50.0	37.5	30.8	34.5	2.6	0.0	0.0	0.0
WIPO	..	42.9	36.7	22.6	4.0	0.0	0.0	0.0
IFAD	..	15.4	38.9	17.9	8.8	0.0	0.0	0.0
UNIDO	100.0	44.1	31.1	22.4	8.2	3.4	16.7	0.0
IAEA	50.0	35.6	21.5	8.9	4.4	7.7	0.0	0.0
GATT	..	40.0	39.2	35.4	8.6	0.0	0.0	0.0
Other								
ITC	..	50.0	41.7	16.1	6.7	0.0	0.0	0.0

continued

Table 1 (continued)

Organization	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG/USG
ICSC	..	60.0	50.0	16.7	0.0	0.0	0.0	..
ICJ	na	80.0	20.0	0.0	0.0	0.0	0.0	0.0
Total	50.6	46.4	36.0	24.2	11.8	6.8	6.6	3.4

Source: Based on personnel statistics supplied to the Consultative Committee on Administrative Questions Secretariat, 1988 and 1989.

Note: Two dots (..) indicate that data are not available or are not separately reported.

Table 2. Change in the percentage of women in Professional and decision-making grades in the United Nations system between 1 January 1989 and 31 December 1990

Organization	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG/USG
United Nations Secretariat	9.3	5.9	2.5	3.8	6.6	0.4	5.3	-0.1
United Nations bodies								
UNHCR	13.5	12.9	-1.2	5.5	3.4	6.8	0.0	0.0
UNICEF	13.0	2.8	-0.3	4.7	6.0	4.3	-6.6	-8.3
UNDP	11.8	7.0	6.7	4.7	5.3	0.6	5.2	-1.7
UNRWA	100.0	6.7	1.1	-0.4	8.7	0.9	0.0	0.0
UNU	..	..	-2.2	-10.0	0.0	8.3	0.0	0.0
UNITAR	..	-16.7	..	0.0	0.0	..	..	0.0
Specialized agencies								
ILO	64.7	7.6	2.9	9.2	-0.6	3.9	5.0	7.7
ICAT	..	4.9	-11.1	0.9	-1.1	0.0	0.0	..
FAO	50.6	16.2	9.9	4.9	3.7	-1.0	1.9	0.0
UNESCO	-1.0	0.9	4.6	4.0	1.8	-0.5	-1.7	8.3
ICAO	22.5	17.5	-1.5	6.4	2.2	0.0	0.0	0.0
WHO	-1.3	8.4	3.2	9.7	3.6	4.0	-1.9	0.0
PAHO	-6.0	9.6	-10.3	20.9	-0.8	-8.3	0.0	0.0
UPU	0.0	16.7	3.1	1.7	0.0	0.0	0.0	0.0
ITU	-33.3	12.7	-2.4	1.4	2.3	2.1	..	0.0
WMO	0.0	8.3	23.3	14.0	0.5	0.0	0.0	0.0
IMO	21.4	7.5	-10.9	10.8	2.6	0.0	0.0	0.0

continued

Table 2 (continued)

Organization	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG/USG
WIPO	..	17.9	5.4	12.9	-4.7	0.0	0.0	0.0
IFAD	..	-23.1	8.9	-0.7	8.8	0.0	0.0	0.0
UNIDO	81.0	10.8	1.6	8.4	5.7	0.9	16.7	0.0
IAEA	22.7	1.1	1.9	1.2	0.4	7.7	0.0	0.0
GATT	..	16.9	-9.2	5.6	-1.4	0.0	0.0	0.0
Other								
ITC	..	-5.6	13.1	3.0	3.6	0.0	0.0	0.0
ICSC	..	10.0	-10.0	-11.9	0.0	0.0	0.0	..
ICJ	na	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	14.0	8.0	2.7	6.3	4.3	1.3	2.1	1.0

Source: Based on personnel statistics supplied to the Consultative Committee on Administrative Questions Secretariat, 1988 and 1989.

Note: Two dots (..) indicate that data are not available or are not separately reported.

44. UNDP maintains offices in 113 countries, six of which are headed by women resident representatives. By mid-1991, the proportion of women Professionals ranged between 7 per cent at the D-1 level to 60 per cent at the P-2 level. Five women are at the D-2 level, of a total of 51. UNDP has attempted to increase the number of women Professionals. Although these increases may not be at the decision-making level, they are nevertheless beginning to show at the middle-management level, where women constitute 20 per cent of all P-5s and 30 per cent of all P-4s.

45. Early in 1990, the United Nations Population Fund adopted a long-term goal of equal, that is 50/50, representation of men and women in the Professional category. A target of 40 per cent was adopted for female Professional staff by the end of 1991, with emphasis on placing them at management and decision-making levels. UNFPA achieved this target ahead of schedule, since by early 1991, the representation of women in the Professional category had already reached 40.5 per cent. The attainment of a target of 42 per cent by the end of 1991 has been deemed to be realistic.

46. In the Office of the United Nations High Commissioner for Refugees, 28 per cent of the 720 Professional staff (regular budget and project) as at 1 July 1991 were women. At the D-1 level and above, the percentage was 11 per cent. At entry levels, the percentage reached 38 per cent.

47. Although the proportion of women in the Professional and higher categories has been steadily improving, it was recognized that measures needed to be taken to reach a considerably higher proportion and at a more rapid pace. In 1990, it was decided to establish an Ad Hoc Task Force on the Status of Women in the Professional and Higher Categories to review the situation of women in ILO.

The recommendations included in the report of the Task Force, which was finalized at the end of 1991, have been approved and include targets by grade (P1/2 to D-2) and an overall target of 31 per cent by the end of 1995. The Personnel Department has been actively reviewing measures and strategies to attain the recommended targets and intends to pursue these vigorously.

48. FAO faces great difficulty in increasing the percentage of women in Professional positions because of its highly specialized areas of activity. The overall percentage was 18.2 by December 1990. But, internally, there is a significant difference between non-technical and technical divisions. In non-technical divisions, the percentage is higher: 37 per cent in Personnel, 72 per cent in the Library and Documentation Systems Division. The percentages in FAO representative offices and in field projects are much lower, 5.7 per cent and 3.4 per cent, respectively, in 1990. In 1989, less than 10 per cent of consultants recruited were women.

49. UNRWA policy is to appoint suitably qualified women to positions in all its programmes; 36 per cent of the locally recruited staff within UNRWA are women, with 13 per cent of them occupying managerial posts. Among international staff, numbering 166 at present, 25 Professional (15 per cent) and 10 General Service staff members (6 per cent) are women.

D. Institutional coordination and focal points on the advancement of women

50. During the 1990-1991 biennium, the following countries communicated new information on national machinery for the advancement of women to the Secretariat of the United Nations: Antigua and Barbuda, Benin, Bolivia, Botswana, Burkina Faso, Colombia, Côte d'Ivoire, Czechoslovakia, Ethiopia, Grenada, Guinea-Bissau, Guyana, Honduras, Malaysia, Malta, Namibia, Nicaragua, South Africa, United States of America and Viet Nam.

51. The secretariat of the Advisory Committee for the Co-ordination of Information Systems (ACCIS), comprising seven posts (five of them held by women), in the course of its work deals with information of all types of activity, including that related to women, which are carried out by the organizations of the United Nations system. This information is subsequently made known in such publications as the "Directory of United Nations databases and information services", the ACCIS "Guides to information sources in the United Nations system, and the "Register of development activities of the United Nations system".

52. A mission on women in development was initiated by the UNDP office in Pakistan at the end of 1989 to review ongoing and pipeline support to women in development projects throughout the United Nations system in Pakistan. This mission provided the framework for inter-agency cooperation in this area, which continues. Recently a reference manual for women in development was compiled, structured around three major modules: statistics, experts and publications.

53. Within WFP, a Senior Programme Adviser in the Project Design Service is the WFP-WID Focal Point. Staff trained in gender analysis, preparation of gender-sensitive terms of reference for the design/appraisal and evaluation missions; careful selection and inclusion of gender-sensitive consultants on project appraisal, pre-appraisal and evaluation missions are the major mechanisms and forms of coordination to institutionalize gender-responsiveness in all WFP-assisted projects.

54. The World Bank created a division for women in development during the biennium 1988-1989, and during this biennium the Bank established a full-time coordinator for WID issues in each of its four regions. The Bank's lending operations are giving increased attention to women.

55. UNFPA has collaborated with WHO in the preparation of guidelines on AIDS as related to the provision of maternal and child health, and family-planning services. UNICEF, UNFPA and WHO have issued a joint publication on adolescent reproductive health, which calls particular attention to the health needs of girls and young women. Research has been an important area for collaboration and the Fund has worked with the Population Division of the United Nations on research addressing the interrelationships between the role and status of women and various demographic processes. As part of this activity, UNFPA financed an expert group meeting on women in international migration at San Miniato, Italy, in March 1990. In cooperation with the Division for the Advancement of Women, the Fund held a regional meeting for the countries of francophone Africa that examined the impact of demographic trends, socio-cultural values and economic conditions on the status of women.

56. UNFPA has also cooperated with the secretariat for the United Nations Conference on Environment and Development (UNCED), to be held at Rio de Janeiro from 1 to 12 June 1992, the United Nations Research Institute for Social Development (UNRISD) and UNIFEM in various research and information dissemination activities to address the pertinent interlinkages in the area of women, population, development and the environment. UNRISD has a research programme on women, the environment and population, which studies the impact of environmental degradation on the livelihood of women and their families in three different country settings: the clearing of tropical forest in Sarawak, Malaysia; the advance of erosion in the Embu district of Kenya; and water pollution in the peri-urban districts of Mexico City. Preliminary research results should be available in 1992. The project is being carried out with funding support from UNFPA. Other UNRISD programmes on environmental issues - including one on sustainable development through people's participation in resource management, another on the social dynamics of deforestation and a third on population dynamics, environmental change and the development process - are also necessarily concerned with the changing position of women.

57. UNFPA has also collaborated with other United Nations organizations in action programmes at the country level. In India, for example, UNIFEM and UNFPA are supporting various training and information campaigns to promote the importance of disaggregating data by gender in the 1991 census. These are designed to make enumerators and respondents aware of the proper way of identifying and recording women's economic activities. UNIFEM and UNFPA have also teamed up in Mali in an endeavour to link population education and training in family health and family planning with income-generating activities. In China, UNICEF and UNFPA are cooperating in several provinces to provide quality maternal and child health/family planning (MCH/FP) services. In Senegal, as part of a large UNDP/United Nations Capital Development Fund (UNCDF) project for rural cooperatives, UNFPA is funding a component on family life education and training for leaders of local women's groups.

58. UNIFEM was also active in a multitude of additional bilateral and multilateral operations in the biennium 1990-1991. In 1990, UNIFEM and UNICEF jointly sponsored a national seminar in Benin identifying new directions for women in development in this country. Furthermore, UNIFEM collaborated with UNDP, UNICEF, the United Nations Volunteers and a non-governmental organization

in Rwanda on a project entitled "Women's socio-economic groups in rural areas of Rwanda". In 1990, UNIFEM also collaborated with ILO on a project in women's vocational training in the Pacific. At the invitation of ILO, UNIFEM also participated in the ILO/Jobs and Skills Programme for Africa (JASPA) in December of the same year. UNIFEM rendered support on a UNDP pilot project on agriculture and vegetable farming in Udaipur, western India. On the issue of women refugees, UNIFEM is collaborating with the Office of the United Nations High Commissioner for Refugees (UNHCR) on developing an approach to working with women refugees, particularly in Africa. In early 1990, UNIFEM participated in a meeting with major donor partners, UNICEF, UNFPA, Division for the Advancement of Women, UNDP and the Commonwealth Secretariat on the issue of strengthening national machinery. In collaboration with the UNDP/WID Division, UNIFEM is actively involved as a member of the UNDP Environmental Action Team.

59. UNIFEM collaborated with the United Nations Environment Programme (UNEP) as co-chair of the United Nations Inter-Agency Working Group in support of the Global Assembly of Women and the Environment: "Partners in Life", held at Miami, Florida, United States of America, from 4 to 8 November 1991. In collaboration with the UNDP/WID division, UNIFEM provided gender-sensitization training to UNDP field staff and government counterparts during the biennium 1990-1991. In a variety of country-level projects, UNIFEM joined forces with various United Nations agencies; for example, with the United Nations Industrial Development Organization (UNIDO) in the identification of women's needs for low-cost transportation in rural communal farming areas of Zimbabwe; with UNDP Trinidad to support the Women's Bureau of Curaçao; with other members of the JCGP sub-group in Senegal to evaluate the national Action Plan for Women; with the regional offices of UNICEF in Guatemala on assistance to government officials and non-governmental organizations in the formulation of policies that incorporate women in the planning process; and with UNICEF in El Salvador, Guatemala and Panama in the analysis of school textbooks concerning gender stereotyping in these countries.

60. The ECLAC secretariat has participated regularly as an ex-officio member in the sessions of the INSTRAW Board of Trustees. Cooperative activities with INSTRAW for 1991 relating to women in the informal sector have already been programmed with other regional commissions. Furthermore, and as part of a consolidated programme, ECLAC has substantively participated in the Consultative Meeting of Experts on Macro-Economic Policies for Women's Participation in the Informal Sector (Rome, 18-22 March 1991). The WID Unit of ECLAC has been chosen as focal point of this interregional project. Coordination meetings have been held with other specialized agencies of the United Nations system to allow ECLAC to cooperate in the preparation of a diagnostic study on the situation of women in Chile, and technical assistance has been provided for improving the system of compiling information, specifically with regard to female-headed households and to the participation of women in economic activities. Technical assistance to Bolivia has been provided by ECLAC in cooperation with the Division for the Advancement of Women. Close contact in substantive activities has been maintained with this same division through participation in technical meetings and the preparation of regional studies. ECLAC participated in the inter-institutional ad hoc meetings on women that are held annually by the United Nations Office at Vienna.

61. The focal points on the advancement of women have been instrumental in following up resolutions of the Commission on the Status of Women with the relevant secretariats and intergovernmental bodies of the United Nations

system. The "Directory of focal points" has been prepared by the Division for the Advancement of Women during the biennium.

62. The first Global Assembly of Women and the Environment was convened by the Senior Women's Advisory Group on Sustainable Development of UNEP on the occasion of the twentieth anniversary of UNEP. The organizers of the Global Assembly worked closely together with the World Women's Congress for a Healthy Planet, which is mobilizing women from around the world in preparation for the United Nations Conference on Environment and Development. The Global Assembly was implemented by WorldWIDE Network, and augmented by the United Nations Inter-Agency Working Group, a Miami Hosting Committee and a Washington Working Group, assisted by the Governments of Canada, Finland, the Netherlands and Norway.

63. The Women in the Agricultural Production Service (ESHW) serves as the FAO focal point on women in development issues. WID Focal Points also exist in FAO regional offices. Great emphasis has been placed on in-house coordination through the FAO Inter-Departmental Working Group on WID (IDWG/WID), formed by representatives of the different technical divisions, and the inclusion of ESHW in project and programme task forces. ESHW/FAO cooperates with focal points of other United Nations agencies, namely, Statistical Office, UNDP, UNFPA, UNIFEM, ILO, as well as with non-United Nations agencies, especially through the development of joint studies and projects.

64. ECA continues to cooperate with other United Nations bodies and institutions in conformity with the recommendations of the Arusha Declaration and the Nairobi Forward-looking Strategies. ECA has participated in a number of activities organized by other institutions, and such forums have been used to draw attention to the needs and priorities of African women. During the biennium, ECA participated in a consultative Meeting of Experts on Macro-economic Policy Analysis of Women's Participation in the Informal Sector (Rome, 18-22 March 1991), organized by INSTRAW in collaboration with the Italian Association for Women in Development. ECA also participated ex-officio in the annual meetings of the Commission on the Status of Women and the INSTRAW Board of Trustees.

65. In line with the measures for promoting and strengthening African entrepreneurship advocated in the United Nations Programme of Action for African Economic Recovery and Development 1986-1990 (UN-PAAERD), resolution S-13/1 of the General Assembly, ECA together with UNIFEM prepared a paper on the engagement of African Women as agents of development at all levels (February 1990) for submission to the Inter-Agency Task Force. The same paper was also presented to the twelfth meeting of the Africa Regional Coordinating Committee for the Integration of Women in Development (ARCC), a subsidiary organ of ECA. ECA also participated in the discussion of the role of women in development organized within the framework of the Joint Assembly of the European Economic Community and Africa, the Caribbean and Pacific countries (EEC/ACP) (Luxembourg, September 1990). In December 1990, ECA again participated in a workshop on women and renewable energy, held at Tripoli, Libyan Arab Jamahiriya, and organized by the International Energy Foundation in cooperation with INSTRAW, UNDP, the Solar Energy Research Centre at Tripoli, IT Power Limited of Great Britain, the African Regional Centre for Solar Energy and the ILO-Turin Centre.

II. EQUALITY

A. Basic strategies, mandates and relevant institutions

66. The Committee on the Elimination of Discrimination against Women held its ninth and tenth sessions in 1990 and 1991, respectively. The ninth session noted the events that took place on the tenth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women. The Committee noted, in connection with the Fourth World Conference on Women (1995), that the preparation of an update of its report on the achievements and obstacles encountered by States parties in the implementation of the Convention would be one contribution to that Conference. In addition, it would place emphasis on the Nairobi Forward-looking Strategies and their links with the Convention.

67. The Abuja Declaration on Participatory Development was endorsed by the ECA Conference of Ministers in its resolution (XXV) of April 1990. In the same resolution, the Ministers appealed to member States and development organizations to ensure that the recommendations of the Abuja Declaration were implemented. Pursuant to this resolution, ECA fielded missions to Angola, Namibia and Zimbabwe.

B. Research, policy analysis and information dissemination

68. During the biennium, the Division for the Advancement of Women convened three expert group meetings at Vienna under the theme of equality: "Vulnerable women, including migrant women" (26-30 October 1990); "The role of women in public life" (21-24 May 1991); and "Violence against women" (11-15 November 1991). The first meeting focused on five main groups selected in consultation with the Commission on the Status of Women from the area of special concern included in the Nairobi Strategies: women heads of household, young women, migrant women, disabled women and elderly women. The second meeting focused on the fact that women are grossly underrepresented in public life, especially at decision-making levels. The objectives of the meeting on Violence against Women was to analyse the extent to which existing international instruments adequately addressed the issue of violence against women, and in that context to develop a framework for a possible international instrument on violence against women and, finally, to prepare draft recommendations for the thirty-sixth session of the Commission.

69. During the biennium, the Division for the Advancement of Women published two case-studies on women in decision-making on Costa Rica 4/ and Greece. 5/ The Division also produced an update of the database on women and decision-making and prepared for publication a study entitled Women in Politics and Decision-making in the Late Twentieth Century, which will be published during 1992.

70. ESCAP undertook a project in 1991 entitled "Promotion of rural community awareness for prevention of prostitution". The project report was published in the same year.

71. The following are examples of support by UNIFEM for studies on equality. In 1990, UNIFEM sponsored a study assessing women's responses to existing credit schemes in Uganda. The findings identified the primary deterrents to women's participation in conventional credit systems. Cross-linkage on the theme of equality and development was the support provided by UNIFEM in 1991

through its direct action facility to a Panamanian non-governmental organization in preparing a "Women's profile". This research will help the Panamanian Government, UNIFEM and other agencies to identify priorities and coordinate assistance to women and development activities in that country.

72. An Ad hoc Expert Group Meeting to consider modalities for establishing a regional association of women entrepreneurs was organized by ECA and held at Nairobi, Kenya, from 22 to 24 October 1991. The objectives of the Meeting were to develop a mechanism through which networking among African women entrepreneurs could be promoted and national businesswomen associations strengthened. The Meeting was in favour of a regional association, and hence recommendations and a draft constitution of the proposed regional association were drawn up and follow-up action prepared.

C. Technical cooperation, training and advisory services

73. The Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women highlighted the growing concern of many Member States that during the transitional period of reform in Eastern Europe and the Union of Soviet Socialist Republics, the pace of progress on improving the status of women might be retarded rather than improved. The Division for the Advancement of Women together with UNDP and UNIDO organized a seminar from 2 to 12 September 1990 at Kiev, the Ukrainian Soviet Socialist Republic to examine the emerging issues with regard to the status of women in the region.

74. A seminar was organized to make women aware of the existence of the Convention and how to use it for their own advancement, and to encourage public information relating to the Committee and the Convention as requested by the Commission on the Status of Women; to identify practical measures for coordinating activities between units of national machinery; to identify efficient mechanisms for disseminating the Convention; and to identify the role played by public education and information programmes to implement the Convention.

75. A seminar to raise awareness of the Convention and its applicability at the national and regional levels was organized at Rarotonga, Cook Islands, from 18 to 21 March 1991. The objective was to enable States parties to the Convention to exchange experience; and for others to discuss the benefits derived from becoming a State party. Measures undertaken by States parties in implementing the Convention were presented, including affirmative action under article 4 of the Convention. The purpose of the seminar was to find ways of overcoming the obstacles that may be encountered by South Pacific Island countries in signing and ratifying, or acceding to and subsequently implementing, the Convention.

76. WFP and the ILO organized a joint workshop at Rome to strengthen coordination between the two agencies particularly in connection with public works and employment schemes supported by food aid in the context of structural adjustment, which included gender-responsive preparation for missions for joint project work.

77. ECLAC has conducted technical assistance missions to study the present needs of countries in the region and to collaborate in their future programmes. Missions were carried out in the Caribbean subregion which focused on research and training in relation to the subject of violence against women

in Saint Vincent and the Grenadines, on women traders in Grenada, and on the start-up of a research project on the part played by women in trade in Curacao, among others.

78. Gender training is an issue that has gained increasing importance in the mainstream programmes of UNIFEM in recent years. Several gender-training projects directed to policy makers, planners and women's national machinery are funded by UNIFEM. Its regional coordinators are actively involved, sometimes as trainers, in most of these projects.

79. ECA fielded missions to Angola, Namibia, Kenya and Zimbabwe in October and November 1990. The missions sought to advise national machinery on planning for women's programmes, and incorporating women's concerns into national development plans. They also assessed the extent to which the recommendations of the Abuja Declaration were being implemented. In 1990, a "Guideline for the incorporation of women's concerns in national development plans" was prepared. The document provides guidelines on gender-responsive planning in various sectors of development. ECA is monitoring the implementation of guidelines and member States are expected to report on its implementation; the extent to which issues concerning women are being incorporated into national development plans.

80. Furthermore, ECA has continued to monitor, review and appraise progress made in the field of the advancement of women. A paper on "Changing socio-economic conditions of women in Africa in the context of the NFLS" was presented to the Conference of Ministers. The paper dealt with progress made and obstacles and constraints experienced by member States in the implementation of the Strategies. The paper noted that women were still very much under-represented in the political arena; that many women were unemployed and that despite progress made in education, women still lagged behind men in the employment sector, particularly in the formal employment category.

III. DEVELOPMENT

A. Basic strategies, mandates and relevant institutions

81. The need to integrate women fully in the International Development Strategy for the Fourth United Nations Development Decade adopted by the General Assembly in its resolution 45/199, annex, was emphasized. In addition, during the period under review, the Economic and Social Council, on the recommendation of the Commission on the Status of Women, decided that the Commission should be given the responsibility for monitoring those aspects of the implementation of the strategies that pertain to women (Economic and Social Council resolution 1990/10).

82. The major strategic emphasis for WFP is to ensure that women, as a result of their participation, emerge with permanent benefits and assets such as access to land, skills, improved health and nutrition. Sector-specific operational guidelines have been elaborated to ensure that relevant gender-based factors are taken into account in the design and implementation of food-assisted projects; and staff training in the use of these guidelines throughout the project cycle has been completed for regional bureaux at headquarters and country levels and is programmed for all new recruits. The approach of WFP is to incorporate the relevant gender issues in the design of all food-aid

projects in all sectors of intervention, rather than to develop a portfolio of separate "women's projects" or "women's components" in mainstream projects.

83. In 1987, UNFPA adopted a four-year strategy, endorsed by its Governing Council, to strengthen its capacity to deal with issues concerning women, population and development. To accomplish this objective, UNFPA supports both women-specific projects and the mainstreaming of women in all its work-plan categories. The Fund reported to the Governing Council in June 1991 on the implementation of the strategy, recommending that it continue to pursue this strategy vigorously during the coming four years, giving special emphasis to the following components: (a) the design of comprehensive training programmes; (b) the development of a comprehensive reporting mechanism; (c) the improvement of the technical dimension of assistance to women, and population and development programming; and (d) the strengthening of links with local non-governmental organizations to enhance the role of women at the grass-roots level.

84. The Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean held their eleventh meeting at Varadero, Cuba, on 10 and 20 November 1990; their twelfth meeting at Buenos Aires, Argentina, on 7 and 8 May 1991; and their thirteenth meeting at Curaçao, Netherland Antilles, on 13 September 1991. The Presiding Officers, at the eleventh meeting, agreed on the preparation of basic guidelines for preparing the Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, based on proposals for changing production patterns with social equity and incorporating gender issues, and recommended that the position paper should be centred on these proposals. The draft of the ECLAC document for the Regional Conference was reviewed at the following meetings and other issues were discussed, including recommendations and the elaboration of a new regional plan of action for the integration of women.

85. FAO is currently implementing its own Plan of Action for the integration of Women in Agricultural Development, which is the incorporation of the Nairobi Forward-looking Strategies into the FAO mandate and policies. Recommendations from the General Assembly and several United Nations bodies are taken into account in the selection of priorities and their implementation.

86. In 1990, UNIFEM began a planning process for the decade leading to the year 2000 to develop and refine its strategic approaches for supporting the efforts of women of the developing world for economic and social development and for equality. During this planning process, UNIFEM worked on reformulating its mission statement and its goals in order to fulfil its two-fold mandate of providing direct support to women's projects and promoting the inclusion of women at the policy- and decision-making level of mainstreaming development programmes. Its shorter term priorities take shape within the regional programmes and are refined and updated every two years.

87. IFAD organized an extensive participatory process during 1990-1991 for the development of Guidelines for Action for the Economic Advancement of Poor Rural Women, which were to be presented to the IFAD Executive Board for endorsement during its December 1991 meeting. The Guidelines, which assist in implementing the Economic and Social Council resolution on the economic advancement of rural women, were developed through four regional consultations (for anglophone Africa and the Near East, Latin America and the Caribbean,

West and Central Africa, and Asia and the Pacific) and one international consultation. These consultations will serve also as input to the Summit on the Economic Advancement of Rural Women, scheduled for 25 February 1992.

B. Research, policy analysis and information dissemination

88. During the biennium, the Division for the Advancement of Women convened at Vienna the following meetings: Seminar on the Integration of Women in Development (9-11 December 1991); Expert Group Meeting on the Integration of Ageing and Elderly Women into Development (7-11 October 1991); and Expert Group Meeting on Women and HIV/AIDS; and the Role of National Machinery for the Advancement of Women (24-28 September 1990), all under the theme of development. All four meetings examined not only gender-specific aspects, but also the mainstream issue, to take the widest possible policy approach. For example, the main objective of the international seminar on the integration of women in development was to assess the adequacy of the integration of such issues in development theories; to appraise the effectiveness of different approaches; and to make policy recommendations to the Commission on the Status of Women and other intergovernmental and governmental bodies concerned with women in development.

89. In 1991, ESCAP published "Guidelines on integrating women's concerns in development planning", based on studies and the results of a meeting to evaluate guidelines on integrating women's concerns in development planning.

90. The Meeting of Experts on Social Development Indicators, held by UNRISD at Rabat, Morocco, in April 1991, included specific attention to the question of how to improve data on the status of women. A collection of papers from the meeting will be published in 1992.

91. During the biennium, IFAD has progressively increased its allocation of loan and grant resources to rural women, which by 1992 should reach about 30 per cent. In addition to these resources, IFAD has completed six in-depth evaluations of the participation in, and impact of IFAD financed projects on, women and their households.

92. A seminar on productive changes and integration of women into development, organized by Development Alternatives with Women for a New Era (DAWN) and ECLAC, took place at Santiago, Chile, from 13 to 14 November 1990. The main objective of the meeting was to analyse the proposal of ECLAC on productive changes with social equity, to enrich it with the incorporation of the gender dimension, through the experience acquired during the United Nations Decade for Women: Equality, Development and Peace (1976-1985). Experts of the DAWN network, Centro de Estudios de la Mujer (CEM) and Women's International Information and Communication Service (ISIS) attended the meeting, together with representatives from the United Nations system.

93. During the biennium, the Secretariat continued its work on substantive studies designed to contribute to a better understanding of the status of women in Latin America and the Caribbean. The series Mujer y Desarrollo has been produced in both Spanish and English, in order to extend and disseminate information related to the situation of women. To date, eight publications have been produced on: "Rural women in Latin America and the Caribbean"; "The challenge of socializing the home environment"; "Women and politics in Latin America and the Caribbean"; "Refugee and displaced women in Latin America and the Caribbean"; "Women, culture and development"; "Women and new technologies,

new methodologies"; "Participation in the work with women"; and "Vulnerability of woman-headed households".

94. As part of a UNIFEM-sponsored project, a bibliography on women in the Caribbean has been published and a database on specific aspects of the role played by women in social and economic affairs is being created within the framework of a project in cooperation with the Netherlands.

95. The Office of the United Nations Disaster Relief Co-ordinator (UNDRO) is particularly concerned about the impact of disasters on development and believes that women need to be more closely integrated into the development process. In particular, in the area of disaster mitigation, women play a key role at the community level in disaster preparedness. The UNDP/UNDRO Disaster Management Training Programme is currently planning to include some themes of relevance to women's issues under its "evaluation and research" component. By the end of 1991, one research study had been prepared and integrated into the Disaster Management Training Programme's materials, namely, a desk study on the needs of women and children in emergency situations. Two further themes are being considered: family and community response to disasters, and the impact of disasters upon women and children. It is hoped that a research study on each theme will be completed in 1992. In this context, an article on "Women and disaster management" was published in the July/August 1991 issue of UNDRO News. The UNDP Division for Women in Development provided input towards integrating gender concerns in the joint UNDP/UNDRO disaster training modules used in their training programme.

96. The United Nations Conference on Environment and Development (UNCED) secretariat organized a symposium: "Women and children first" to contribute to a more equitable representation of women and gender issues in all preparatory work leading up to and including the World Environment Conference. The symposium was organized with funding from UNFPA and UNICEF.

97. In addition to project-specific data, special studies on the implications of gender factors in the sectors to which WFP is providing assistance are being or have been carried out during the biennium at Turkana, Kenya (soil conservation and pastoral systems); in Ethiopia (afforestation and soil conservation); at Yunan, China (irrigated agricultural in minority areas); in Ecuador (in connection with the design of an urban informal sector micro-enterprises project); and others, in connection with monitoring and evaluation systems in Bangladesh, India, Jamaica, Viet Nam, to mention but a few. WFP has coordinated a study on the operational implications of structural adjustment for JCGP agencies, on behalf of the JCGP/WID Sub-Committee.

98. FAO prepared a paper on the organization's experiences relating to the reinforcement of national mechanisms for the integration of women in development.

99. The World Development Report 1990, 6/ produced by the World Bank, addresses women's concerns, as does the Bank's recent study on sustainable development in Africa. The Bank is preparing 23 country strategies for assisting women in development, in cooperation with the countries concerned. Three have been published, on Bangladesh, Kenya and Pakistan, and one on India is being processed for publication.

100. UNIDO has developed approaches to give consideration to the role and contribution of women within mainstream activities for industrial development.

Experts on women in development were attached, for example, to mission teams and projects and to the Regional and Country Studies Branch of UNIDO to institutionalize the consideration of women in study and research activities. Concurrently, projects specifically targeting women continue to be designed and implemented. After having been field-tested in Zambia and Zimbabwe, the manuals for these have been finalized and are being distributed to interested institutions in developing countries. Preparatory missions have taken place to Mozambique and the Gambia to identify technical assistance requirements for adapting and introducing the training programme in these two countries.

101. WFP is actively involved in information dissemination through the publication of journals, articles and newsletters, as well as through the production of videos, radio programmes and posters to publicize the extent of women's involvement in WFP assisted projects. The objective is to remove stereotypes regarding women's actual occupations and wage-earning and potential activities. WFP contributes to the work of non-governmental liaison service and the Joint United Nations Information Committee and has produced joint publications with other agencies.

102. In its regular programme, the Economic and Social Commission for Western Asia (ESCWA) completed three main studies in the area of women and development during 1990. The first study presents a socio-economic profile of professional Arab women whose names and bio-data appear in "The directory of professional Arab women for technical cooperation activities" (initially financed by UNIFEM and the Department of Technical Cooperation for Development of the United Nations). The second is a compilation of data on the participation of Arab women in the labour force, with assistance from UNIFEM. This database has already been computerized and a profile of the female labour force has been undertaken. The third is a database on women and the Arab family; data analyses were completed in 1991. All three documents will be in print during the first quarter of 1992. ESCWA started computerizing the English version of "The directory of professional Arab women", which will also be published during 1992.

103. A regional expert consultation on women and agricultural development was held in 1991 in Malaysia, with the support of FAO, leading to identified areas of inter-country collaboration and country and regional indicators for research and study development. A study, commissioned by FAO, on "Women, population and agricultural development in Sub-Sahara Africa", to be published in 1992, will be preparatory to a similar expert consultation meeting proposed for Africa in 1992 on women, population and sustainable development.

104. The following examples will highlight UNIFEM project work on the issues of food security, security of income and employment, national development planning, management of natural resources, active participation in the political process, and violence against women and women refugees, in the biennium 1990-1991. In collaboration with ILO, UNIFEM carried out a regional project on women's vocational training in the Pacific in 1990. As a result, an awareness campaign was launched, using media materials that portray women in technical occupations. Also, training courses for women in non-traditional fields, such as vehicle maintenance and repair, were carried out. In an effort to facilitate the dissemination of information on tested food-cycle and time-saving technologies to women in Latin America and the Caribbean, UNIFEM supported a study on appropriate technology in the Central American subregion in 1991. After testing the research methodology in Mexico, the study was carried

out in El Salvador and Nicaragua, and partially in Guatemala, and will provide information on organizations that work on appropriate technology, describing their objectives, fields of activity and location.

C. Technical cooperation, training and advisory services

105. A Seminar on the Interrelationship between the Status of Women and the Demographic Phenomenon in the French-speaking African Countries and South Sahara was held at Lome, Togo, from 28 May to 1 June 1990. The main objective of the Seminar was to exchange views and experience on the item to allow an effective programme to improve the status of women to be undertaken. The Seminar was organized by the Division for the Advancement of Women, with the assistance of the Demographic Research Unit of the University of Benin. It was sponsored by UNFPA.

106. UNFPA has undertaken a variety of training activities in the area of women in development. Some of these were conducted exclusively for UNFPA staff, while others were held jointly with staff of United Nations organizations, such as members of the Joint Consultative Group on Policy. The establishment of a Training Unit in 1990 signalled the Fund's commitment to training staff at all levels in the substantive and procedural aspects of the Organization's work. In 1990, a training sub-committee on women, population and development was formed. Gender training has now been incorporated as a regular component of all UNFPA training for field staff, country directors, international programme officers and national programme officers. During 1990 and 1991, UNFPA conducted three intensive two-week training courses for national programme officers and project personnel, designed and carried out by the Royal Tropical Institute in Amsterdam, the Netherlands.

107. The technical cooperation programme of the Department of Technical Co-operation for Development of the United Nations and the Statistical Office assists countries to improve national capability in the development and dissemination of statistics needed to assess and monitor the situation of women and to develop policies. Supplementary support for this programme has been provided by UNFPA and activities were strengthened considerably in 1990-1991 by a technical adviser post, established on a trial basis with support from the Government of Norway, and an associate expert post funded by the Government of Italy. Assistance to countries in the dissemination and compilation of statistics on women is based on the WISTAT and a follow-up project funded by UNFPA to develop national capability in this area. The strategy underlying the work is to improve links between users and producers of statistics on women to develop and extend the basic data available in national statistical services. Projects are now underway in Bangladesh, Bulgaria, Kenya and Pakistan, and project development missions have been made in the South Pacific, Cambodia and Ghana. The "Handbook for national statistical data bases on women and development" (ST/ESA/STAT/SER:K/6) was published in 1990 to further strengthen work in the area. Staff also participated in several training programmes on the development of databases on women.

108. Specifically, technical assistance was provided by the Department of Technical Co-operation for Development to Botswana and Zambia to prepare booklets using official statistics to give a general overview of the situation of women and men in these countries. Projects are also underway to improve the collection of data on women's remunerated and unremunerated work through National Household Survey Capability Programme projects in Bangladesh, Honduras and Pakistan.

109. The Population Branch of the Department has developed the United Nations Women-in-Development Model (UNWID), a microcomputer-based simulation model at the household level, focusing on women's activities in rural agrarian households. It is used to clarify some of the complex interrelationships related to women in development. It is based on four interrelated components: allocation of time, agricultural production, cash income and household size. Users of the model manipulate the exogenous variables, which represent various policy interventions, to optimize household welfare. In its current form, the model is a valuable teaching device and particularly useful for sensitizing government policy makers on a range of women's issues. Most recently, it has been used at a training workshop for heads of WID units organized by the Department and the Government of Hungary at Budapest in November 1990.

110. The Development Administration Division of the Department has developed training guidelines on policy development for the advancement of women in public management, which are designed to sensitize policy makers. These guidelines have been the basis of interregional seminars in Malaysia in 1990 and Yugoslavia in 1991. The Department, in cooperation with INSTRAW and the ILO Turin Training Centre, developed an updated, revised version of the earlier multi-media modular training package on women, water supply and sanitation programmes. The training package was successfully tested in 1991 at a workshop in the Gambia.

111. Technical assistance was provided by ECLAC, especially related to national machinery, information, documentation and communications to Boliva, Chile and Cuba. At the request of the Government of Germany, and in collaboration with an expert from that country, pre-feasibility studies were conducted with a view to elaborating economic support projects for women in the informal sector in Mexico and Venezuela within the framework of a project of ECLAC and Deutsche Gesellschaft für technische Zusammenarbeit of Germany. Within the framework of the Technical Services Agreement between the Pan American Health Organization and ECLAC, a proposal on the Information System on Women in Health and Development (SIMUS) was elaborated, specifically to serve as training material in Central America, aimed at senior government officials responsible for the elaboration of policies concerning women and health and women's organizations. The proposal was discussed in the Seminar-Workshop on the System of Information on Women in Health and Development, which was held at Guatemala City, from 18 to 20 July 1990. ECLAC prepared and published the report of the meeting. With the support of the Government of the Netherlands, the project entitled "Improvement of legal and institutional framework for the incorporation of women into development in selected countries of Latin America" is being carried out in Colombia, Ecuador, Honduras and Paraguay. At the request of the National University of Cuyo in Mendoza, Argentina, support was provided for the advanced post-graduate programme of the Political and Social Sciences Faculty through courses on women and society.

112. ESCAP organized two subregional workshops on the technical processing of information concerning women in development in 1990 and 1991 for the WINAP network. In 1991, ESCAP published two training manuals. The first was on the management of women's information centres; the second was on technical processing of information concerning women.

113. ESCWA undertakes many technical assistance projects funded by UNIFEM. These projects provide technical backstopping to non-governmental organizations and Governments, among them Egypt, Jordan and Yemen. Among the other projects that were implemented during 1990-1991 are the following: the

introduction of biogas technology in Yemen: the development of women's potential in Al-Habeel village, the establishment of a documentation centre on women in Jordan, income-generating food-processing enterprises in Jordan, formulation of national guides on legislations related to personal status laws, civil service laws and labour laws in Iraq.

114. Through its Division of Personnel and in collaboration with the Division for Women in Development, UNDP implements a gender-training programme that is carried out both at headquarters and in its field offices. In addition to workshops at headquarters, the following workshops were implemented during the biennium 1990-1991 in the following countries: Argentina, China, Democratic People's Republic of Korea, Egypt, Fiji, India, Morocco, Pakistan, Papua New Guinea, Samoa, Thailand and Viet Nam. Participants in these workshops are UNDP staff, national Governments, counterpart personnel and staff of United Nations agencies present in these countries. Some of these workshops were carried out on a subregional basis, for example, the Pacific Islands were covered by the workshops in Fiji, Papua New Guinea and Samoa. Similarly, the workshop in China had participants from the Lao People's Democratic Republic, Mongolia and the Republic of Korea. During 1991, the Division for Women in Development provided advisory support towards integrating gender concerns in the seventh development plan of Bhutan.

115. UNIFEM has provided a variety of technical training and advisory services to developing countries in the biennium 1990-1991. The following examples highlight this support. During 1991, the Latin American and Caribbean Unit of UNIFEM together with the UNIFEM Technical Support Unit developed the project entitled "Preparatory technology support to the Andean subregion". This project is meant to provide technical support and facilitate technology dissemination to the women of the region. Also in 1991, UNIFEM supported a Regional Training Seminar in Project Formulation with Gender Perspectives. This project had two major objectives: to train middle-level technicians from eight countries in project formulation techniques, in order to make them less dependent on high-cost international consultants; and to design and try out innovative ways of training in project and gender analysis. Furthermore, UNDP and UNIFEM jointly provided technical assistance to the Colombian Advisory Committee on Youth, Women and Family in consolidating it as an administrative entity within the Presidency, and in developing, implementing, monitoring and evaluating a plan for women.

116. Continued technical assistance is provided by UNIFEM to the Women and Child Survival Project in collaboration with UNICEF, and a new technical assistance project is presently being finalized with the help of UNDP. Through this project, UNIFEM will provide experts on women in development in order to build in gender components into several larger ongoing projects. UNIFEM hopes to be able to provide similar support in Belize and Guatemala where the plight of refugee women is becoming more serious. During the biennium 1990-1991, UNIFEM has been particularly active in providing gender-sensitization training to UNDP field staff and government counterparts. It has funded such training workshops for policy makers, planners and programme managers at various levels. For example, at the invitation of the Southern African Development and Cooperation Conference (SADCC) the first "Gender analysis workshop" was conducted at Arusha, United Republic of Tanzania in July 1990, and followed by two additional workshops in November 1990 in Zimbabwe.

117. During 1990, the UNIFEM Monitoring and Evaluation Unit trained a pool of core consultants from the Asia and Pacific region and from francophone Africa,

at workshops in Bangkok and Dakar, respectively, in project formulation, monitoring and evaluation. These consultants also assist local women's groups to design their own projects and internal financing.

118. The IAEA Technical Assistance Programme together with its Research Contracts Programme (approximately 11 per cent of chief investigators of institutes awarded research contracts are women) provides training and equipment in areas directly concerned with women's health. A multi-year joint IAEA/WHO project entitled "Intracavitary radiation therapy for cancer of the uterus" (training/demonstration courses) was carried out in Egypt. The Agency together with the Nutrition Centre, Institute of Medical Research and Medical Plant Studies of Cameroon provide training, equipment and expert services with a view to improving the national diet, since iron-deficiency anaemia and iodine deficiency disorders are seriously affecting pregnant and lactating women. In addition to this project, the Agency is also providing assistance to Cameroon by way of introducing intracavitary branch therapy in the treatment of cancer of the cervix and uterus, and training medical doctors and technicians.

119. IFAD cooperates with UNDP/OPS and UNIDO as well as other agencies to assist women in production, to enhance their involvement in their family's education, health, nutrition and general well-being and project supervision. Under the JCGP framework, IFAD and UNFPA worked together in developing country strategy formulation in Namibia and Uganda. IFAD received assistance from INSTRAW in its Regional Consultation on training for rural African bankers in Cyprus in 1990, and received advice at the International Consultation at Fiuggi, Italy, where the Guidelines for Action were reviewed. Advisory services at that Consultation also involved a number of participants from other United Nations bodies, including the Division for the Advancement of Women, UNCDF, UNICEF, UNFPA, UNIFEM, WFP, ILO, FAO, WHO and UNIDO.

IV. PEACE

A. Basic strategies, mandates and relevant institutions and programmes

120. UNHCR has taken major steps to ensure that particular attention is given to refugee women and children and to ensuring that programmes planned for their benefit take into account their contribution to social and economic fields, and that they benefit equitably from these programmes.

121. In July 1989, a Senior Co-ordinator for Refugee Women was appointed in order to focus attention on this group and to establish a policy and a programme for integrating the issue throughout the organization. Shortly afterwards, a project officer for women and children was appointed in order to reinforce these activities at the operational level. In October 1990, a Policy on Refugee Women (A/AC.96/754) was approved by the Executive Committee of the High Commissioner's programme, and subsequently endorsed by the General Assembly. Concurrently, training was developed for the staff of UNHCR and its implementing partners to assist them in planning programmes for refugees that are sensitive to gender roles. In addition, the concepts of gender-based planning were integrated into procedures and emergency manuals, and general training modules. UNHCR participated with the Division for the Advancement of Women in the Expert Group on Refugee and Displaced Women and Children and contributed extensively to the report of the Secretary-General (E/CN.6/1991/4) submitted for discussion to the Commission on the Status of Women at its 1991

session. UNHCR was active in promoting and following up the subsequent resolutions arising from that meeting. UNHCR called public attention to the situation of refugee women by promoting and supporting it as the theme for International Women's Day, 8 March 1991. In cooperation with the Joint United Nations NGO group, a book on refugee women will be published in the autumn of 1991. Future plans call for the issuance of guidelines for the protection of refugee women, expanded training and emphasis on field implementation of the policy documents.

122. The Special Committee against Apartheid and the Centre against Apartheid of the United Nations has always accorded high priority to the plight of women and children under apartheid. While stressing the long-term effects of apartheid on the majority of the people of South Africa, the Special Committee has focused attention on the specific ways in which the apartheid system affects women and children, while highlighting the devastating effects of the regime's acts of destabilization in the region. The work of the Special Committee includes an annual meeting entitled "International Day of Solidarity with the Struggle of Women in South Africa" (9 August). The Special Committee has sponsored over the years several fact-finding missions to southern Africa. The Group of Eminent Women, established by the Special Committee in 1989, has continued to maintain close contact with local structures in South African and Namibian refugee women and children in the front-line States, and to increase publicity on the conditions and special needs of refugees.

123. The UNRWA Relief and Social Services Department has continued its work aimed at helping the refugees to achieve economic self-sufficiency. The Relief and Social Services Department is giving women's issues a higher priority. It has appointed a Women's Programme Specialist at headquarters and five Women's Programme Officers in the fields of operation: Jordan, Lebanon, the Syrian Arab Republic, the Occupied West Bank and the Gaza Strip. Palestinian refugee women are receiving training through UNRWA training-centres, called "Women's Programme Centres". Activities vary from training in productive and business skills, pilot income-generation projects, health, education, social and cultural activities, women's meetings, support groups and counselling sessions. The number of centres has increased from 50 in 1987 to 62 in 1991. The programme also locates women with disabilities, with the assistance of the UNRWA Disability Programme, and encourages them to join a Women's Programme Centre. This coordination also aims at helping women to cope with any emotional disturbance that they or their family members, particularly children, may be suffering from, especially in areas of sustained conflict such as Lebanon and the occupied territories.

124. In preparing the response to a United Nations system-wide assessment of the urgent needs of refugee women, UNIFEM has drawn up a policy paper that provides a conceptual framework for regional and global activities in collaboration with UNHCR. Of foremost concern is the mainstreaming of the needs of refugee women by improvements in gender-sensitive data collection, camp and settlement administration, delivery of basic services, and the protection and increase of female personnel at all levels of refugee work.

B. Research, policy analysis and information dissemination

125. A number of video films have been produced by WFP on its emergency operations, for example, in Ethiopia and the Sudan; and several publications, posters and radio programmes have been produced.

126. It should be noted that the majority of refugees supported by WFP are women and children. Also, in line with the Economic and Social Council resolution 1990/59, WFP is supporting a development project for the Palestinians involving food distribution to food-insecure households and hospital feeding programmes in the occupied territories, during this biennium.

127. The situation of Palestinian women and the need for mobilizing international action in their support were addressed in particular within the framework of the North American NGO Symposia and the International NGO Meetings organized by the Division for Palestinian Rights, in consultation with, and under the guidance of, the Committee on the Exercise of the Inalienable Rights of the Palestinian People. The main recommendations emanating from those activities are summarized below.

128. The United Nations North American Regional NGO Symposium on the Question of Palestine, held in New York, from 27 to 29 June 1990, included a workshop entitled "Organizing NGO constituencies - Women". The recommendations of the workshop are addressed primarily to ways and means of strengthening the network of women's groups active on this issue; the need for greater outreach and informational activities with regard to the situation of Palestinian women, with particular attention to women prisoners; the organization of local women's seminars, to include participants from American, Jewish and Palestinian groups; and support for International Women's Day, 8 March, in solidarity with Israeli and Palestinian women.

129. A workshop on women held within the framework of the International NGO Meeting on the Question of Palestine, which took place at Geneva from 29 to 31 August 1990, proposed measures for strengthening the NGO women's network on this issue. It also called on non-governmental organizations in general to offer financial and material assistance to specific projects aimed at meeting the needs of Palestinian women. It called on women's organizations to carry out campaigns for the convening of an international peace conference under United Nations auspices, and to protest to the Israeli authorities against the conditions of Palestinian women prisoners. The workshop also called for the establishment of an international body under the auspices of the United Nations to protect women against harassment by the Israeli authorities. Proposals were also made for the organization of a meeting of women politicians who are ready to work for peace in the Middle East and for solidarity with the intifadah, and for a variety of informational activities. All these recommendations were endorsed by the Meeting.

130. At the North American NGO Symposium on the Question of Palestine held at Montreal from 28 to 30 June 1991, two relevant workshops were organized. A workshop entitled "The Special Protection Needs of Palestinian Women", urged the United Nations to take the necessary measures to ensure the protection of Palestinians and to use its status and influence to maintain and protect the cultural heritage, social integrity and political legitimacy of the Palestinian people. A second workshop, entitled "Organization Strategies for Women", recommended measures for expanding the NGO network dealing with the Palestinian issue and for educating women in non-governmental organizations in this regard. It also stressed the importance of North American delegations visiting and working in the area, and of Palestinian women's delegations visiting North America. It called for international assistance for women's projects in the occupied Palestinian territory and for support for Palestinian women to enable them to continue their struggle against occupation and oppression.

131. UNRISD has published a research monograph entitled "The reconstruction of Afghanistan: A change for rural Afghan women", which provides insight into the changing role of Afghan women in refugee settlements and suggests policies that could be implemented to support these women and their families when they are resettled. The book is based upon a field study carried out within the UNRISD programme on refugees, returnees and local society.

132. UNRWA has been conducting participatory research and holding workshops in the Women's Programme Centres in the refugee camps. These field workshops are held annually to evaluate old policies, strategies and programmes and to design new ones. They follow a bottom-up approach in designing projects and programmes for women, in which the women themselves are involved at all stages. To facilitate this, the Relief and Social Department trains staff in key positions in management, planning and evaluation techniques.

133. The UNRWA Relief and Social Services Department in coordination with their Education Department has recently included a survey on women participating in literacy classes, to establish the causes of functional illiteracy among women and to find relevant solutions. With the UNRWA Public Information Office and local and international mass media the programme aims at highlighting and publicizing women's projects and women's needs. Films and articles on women's concerns are being produced for this purpose.

134. Within the new computerized database on its clients, the UNRWA Relief and Social Services Department is planning to collect gender-specific data. Illiterate, unemployed women, women with disabilities and women-headed households are being located and identified according to type of disability, age group and marital status, as are skills, educational achievements and economic activity. UNRWA is also sensitizing its social workers to be aware of gender issues affecting the individuals and families with whom they work.

135. UNIFEM has sponsored the production of a film entitled "SIDET - Forced Exile" on women refugees, made by an Ethiopian woman film maker. The film has been broadcast on German and British television and will be distributed to non-governmental organizations and to refugee camps to foster dialogue on this issue.

C. Technical cooperation, training and advisory services

136. UNRWA is trying to develop an integrated and comprehensive income-generating programme in which women have a special place. In coordination with a British non-governmental organization, loan-based income-generating projects are developed in Gaza, Jordan and the West Bank. At present approximately 8 per cent of the recipients are women, and women account for 25 per cent of the persons employed. UNRWA, in coordination with UNICEF, also aims to provide support services in baby and child care, promoting safe motherhood and educating mothers in early childhood stimulation and development. Through UNRWA, with donations from the international community and in coordination with the local government and local women's groups, literacy and numeracy classes are given to women. Also through UNRWA, local volunteers working in the field of law have been brought in to advise women on legal and civil rights.

137. With the UNRWA Vocational Training Division and local organizations, courses have been introduced for women in topics conventionally reserved for men such as plumbing and the maintenance of household electrical appliances.

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ The World's Women 1970-1990, Trends and Statistics (United Nations publication, Sales No. E.90.XVII.3).

3/ The Situation of Women 1990: Selected Indicators (United Nations publication, Sales No. E.90.XVII.3A).

4/ Women in Decision-making: Case Study on Costa Rica (United Nations publication, Sales No. E.91.IV.5).

5/ Women in Decision-making: Case Study on Greece (United Nations publication, Sales No. E.91.IV.6).

6/ World Bank, World Development Report 1990 (Oxford University Press, 1990).